

YOUR BENEFITS | YOUR FUTURE

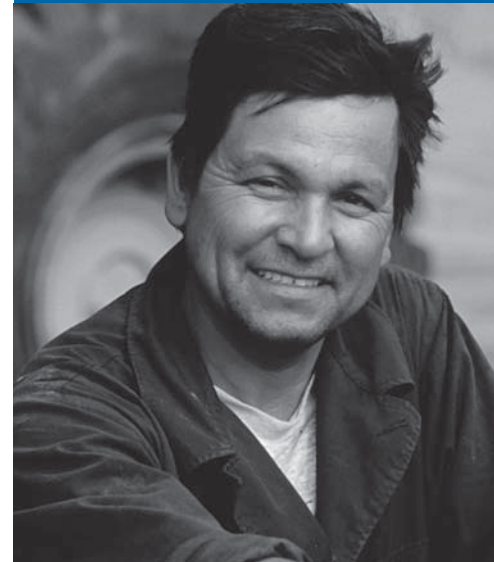
What You Need to Know About Your CalPERS  
State Miscellaneous & Industrial Benefits





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## INTRODUCTION

Retirement can be one of the best stages of your life. It can also be complicated, and at times stressful if you are not educated about your benefits and have not done the proper planning. Understanding the fundamentals of your CalPERS retirement benefits is a good first step toward a happy and fruitful retirement.

This booklet describes retirement benefits and formulas for two groups of State employees:

- State Miscellaneous Members
- State Industrial Members.

### State Miscellaneous Members

Those employed by the State and universities who are not involved in law enforcement, fire suppression, the protection of public safety, or employed in a position designated by law as industrial, patrol, peace officer/firefighter, or safety.

### State Industrial Members

Those employed by the Department of Corrections or the Department of the Youth Authority, other than State safety or peace officer/firefighter members. Also included in this category are individuals employed by the Board of Prison Terms, the Youthful Offender Parole Board, the Division of Adult Paroles, and the Board of Trustees of the California Institution for Women who hold positions designated by law as State industrial.

You deserve to understand the full spectrum of retirement and death benefits owed to you and your beneficiary. This book will help educate you about your retirement formulas and benefits. It will also provide you information on contributions, health benefits, and other programs you should consider before and after retirement. It will help you to choose the best retirement plan for you and your beneficiary.

*While reading this material, remember that we are governed by the Public Employees' Retirement Law. The statements in this guide are general. The Retirement Law is complex and subject to change. If there is a conflict between the law and this booklet, any decisions will be based on the law and not this guide.*



## ALTERNATE RETIREMENT PROGRAM

### New State Employees

If you were hired by the State for the first time on or after August 11, 2004, to a position that qualifies for CalPERS membership in the miscellaneous or industrial retirement category, your first two years of membership may not provide service credit toward retirement benefits, unless you later choose to buy that credit. During the first two years, the State deposits a monthly employee retirement contribution (automatically deducted from your pay check) into an Alternate Retirement Program (ARP) account. At the end of this two-year period, your contributions to the ARP account will stop and you will begin contributing to and earning service credit with CalPERS. At the end of a four-year period from your CalPERS membership date, if you want your first two years of service to be credited toward your pension benefit, you will be allowed to transfer ARP funds to CalPERS. Or, you can opt to receive a lump sum payment of your ARP funds or automatically transfer them into a Savings Plus 401(k) account.

Your first two years of CalPERS-covered employment will be subject to ARP as described, unless you were previously a CalPERS member through non-State employment; are employed by the Judicial Branch, the Legislature, California State University, or are a member of one of several other California retirement systems; or are otherwise exempt by provisions establishing the ARP program. Your Personnel Office will determine whether or not you are exempt.

For more information on the Alternate Retirement Program, contact the Department of Personnel Administration or visit their Web site at [www.dpa.ca.gov](http://www.dpa.ca.gov).



## YOUR RETIREMENT BENEFITS

There are two types of retirement benefits:

- Service Retirement or Normal Retirement
- Disability Retirement.

### Service Retirement or Normal Retirement

To be eligible for service retirement, you must be at least age 50 and have a minimum of five years of CalPERS-credited service.\* There are some exceptions to the five-year requirement. If you are 50 or older, employed on a part-time basis, and have worked at least five years, contact CalPERS to find out if an exception will apply to you. There is no mandatory retirement age for State miscellaneous and industrial benefits.

If you are considering applying for a service retirement, you should review the CalPERS publication *Stepping Into Retirement, Your Service Retirement Application*.

### Disability Retirement

This type of retirement applies to you if you become disabled and can no longer perform the duties of your job. You may also be required to show you cannot perform the usual duties of your job with other CalPERS-covered employers. Disability retirement has no minimum age requirement, and your disability does not need to be job related. However, you must have a minimum of five years of CalPERS service credit. If you are employed on a part-time basis, and you have worked at least five years, contact CalPERS to find out if an exception will apply to you.

**You can apply for a disability retirement (or industrial disability retirement, if applicable) if:**

- You are working for a CalPERS-covered employer.
- You are within four months of separation from a CalPERS-covered employer.
- You separated at any time from your CalPERS-covered employer because of a disability and you have remained disabled since then.
- You are on military or approved leave.

Once a complete application package is received from either you or someone on your behalf (such as your employer) CalPERS will review your file to see if the information is current and complete. After verification for completeness, CalPERS can normally make a determination within three months.

If you are considering applying for disability retirement, you should review the CalPERS publication *A Guide to Completing Your CalPERS Disability Retirement Election Application*.

\* Time spent in the Alternate Retirement Program will be used to meet eligibility requirements.

### Second Tier

#### Service Retirement

To receive second tier benefits, you must be at least age 55 and have a minimum of 10 years of CalPERS-credited service to be eligible for a service retirement. However, if you are a second tier member and you have five years of credited service earned prior to January 1, 1985, you are eligible to retire at age 50.

### Second Tier

#### Disability Retirement

To receive second tier benefits, disability retirement has no minimum age requirement; however, you must have a minimum of 10 years of CalPERS-credited service to be eligible for a disability retirement. If you are a second tier member and you have five years of credited service earned prior to January 1, 1985, you are eligible for disability retirement.



### **Industrial Disability Retirement**

State industrial members are also eligible for industrial disability retirement. This type of retirement applies if a disability was caused by an inmate or parolee from either the Department of Corrections or the Youth Authority. Industrial Disability Retirement has no minimum age or service requirement.

### **Emergency Retirement**

CalPERS will expedite retirement processing for you if you are terminally ill or facing imminent death. Contact CalPERS or your employer immediately if there is a need for emergency retirement.

### **Second Tier Contributions**

Second tier members do not make contributions into the System.

## **How Your Retirement is Funded**

Three sources fund a defined benefit retirement plan like CalPERS. First, employees generally make contributions into the System. The percentage of your contribution is fixed by statute and varies from about 5 to about 9 percent of your earnings, depending on the plan type and whether you are covered by Social Security. The second funding source is earnings from the investment of System assets in stocks, bonds, real estate, and other investment vehicles. The amount contributed from this source fluctuates from year to year. The balance of the funding is provided by employer contributions. Employer contributions decline when investment returns rise and increase when investment returns decline.

In a defined benefit retirement plan, you will receive a lifetime benefit determined by a set formula. For State members, CalPERS uses your credited years of service, age at retirement, and highest one-year compensation while employed. This contrasts with a defined contribution plan (such as a 401(k) plan), in which the benefits are determined not by a formula, but solely by the amount of contributions in an account, plus earnings.

## **How Your Retirement Benefit is Calculated**

Now that you understand the basic building blocks of a defined benefit retirement system, it's time to learn how to calculate your retirement benefit. Three factors are used to calculate your service retirement:

- Service Credit
- Benefit Factor
- Final Compensation.



## Service Credit

You earn service credit for each year or partial year you work for the State or a CalPERS-covered employer.\* Service credit accumulates on a fiscal year basis, July 1 through June 30. Refer to your CalPERS Annual Member Statement to verify your current service credit as of each June 30.

You may be entitled to additional service credit. Some possible additions to service credit are:

- Unused sick leave at retirement
- Unused education leave at retirement
- Redeposit of contributions you previously withdrew from CalPERS
- Service with a CalPERS-covered employer prior to your date of membership
- Service with a public agency prior to the date of that agency's contract with CalPERS
- Certain types of leaves of absence, public service employment, or military service
- Additional Retirement Service Credit
- Service attributable to participation in the Alternate Retirement Program.

To see if a service credit purchase is right for you, use the Service Credit Cost Estimator on the CalPERS On-Line Web site. You should also review *A Guide to Your CalPERS Service Credit Purchase Options* booklet.

## Benefit Factor

Your benefit factor is the percentage of pay to which you are entitled for each year of service. It is determined by your age at retirement and the retirement formula for your classification. This guide explains the following State miscellaneous and industrial retirement formulas.

$2^{\text{percent}}$   
@55       $2^{\text{percent}}$   
@60       $1\frac{1}{4}^{\text{percent}}$   
@65

Refer to your CalPERS Annual Member Statement to verify your retirement formula.

## Understanding Your Retirement Formula

Starting on page 22, you'll find charts for each of the State miscellaneous and industrial retirement formulas. The first chart shows how the benefit factor increases for each quarter year of age. The second chart for each formula shows the percentage of final compensation you will receive.

\* Alternate Retirement Program participants do not earn service credit in CalPERS until after the first two years from the date they qualify for CalPERS membership.

## Health Vesting

Consult your Personnel Office or call CalPERS to determine if additional service credit applies to health vesting requirements.

## Second Tier Additional Service Credit

If you elected second tier for all past and future eligible State service, you may be able to receive additional service credit at no cost to you. Contact CalPERS for more information. Requests for additional service credit must be received prior to your retirement.

## Pay Rate

Pay rate is your base pay, paid on a full-time basis during normal working hours.

Changing Jobs

If you leave your present job, you will keep your second tier service credit with CalPERS if:

- You have at least 10 years of service credit
- You have at least five years of CalPERS-credited service earned prior to January 1, 1985
- You accept a position covered by the State Teachers,' Legislators,' Judges' II, or University of California Retirement System (you must advise CalPERS if this applies to you.)
- Within six months of leaving your State job, you become a member of a California public retirement system that has reciprocity with CalPERS (you must advise CalPERS if this applies to you).

Reciprocity

This is an agreement between CalPERS and other systems that permits movement to and from CalPERS without the loss of certain retirement rights. See page 19 for more information.

Final Compensation

Final compensation is your average full-time pay rate and special compensation for the last consecutive 12 months of employment. We use your full-time pay rate, not your earnings, so if you work part time, we will use your full-time equivalent pay rate to determine your final compensation. If you think there was another period of 12 consecutive months during which your final compensation was higher, let us know when you apply for retirement. We will use that time period to determine your final compensation.

If your CalPERS service was coordinated with Social Security, you did not contribute on the first \$133.33 of your monthly earnings. So, when computing your retirement allowance, you must reduce your final compensation by \$133.33.

In accordance with Board regulations, certain items of special compensation earned during your final compensation period will be included in your final compensation. Contact CalPERS if you are unsure which items of special compensation can be included. Special compensation is additional income you receive for a uniform allowance, holiday pay, longevity pay, etc., and is reported separately from your base pay.

Estimating Your Retirement Benefits

To estimate your future retirement benefits, the three factors - service credit, benefit factor, and final compensation - are added to a formula.

Service Credit

(years)

x

Benefit Factor

(percent per year)

x

Final Compensation

(monthly, dollars)

=

Unmodified Allowance\*

(pension)

But, an easier way to determine your benefits is to use the CalPERS Retirement Planning Calculator on our Web site, or have CalPERS calculate a retirement estimate for you. To request a retirement estimate, use the *Retirement Allowance Estimate Request* form online, or contact CalPERS to have one mailed to you.

\* The Unmodified Allowance is the highest allowance you can receive.

## DECISIONS TO MAKE BEFORE YOU RETIRE

### Your Options at Retirement

At retirement, you can choose to receive the highest benefit payable, which is referred to as the Unmodified Allowance. The Unmodified Allowance provides a monthly benefit to you that ends upon your death.

You also have the choice of requesting a reduction in the Unmodified Allowance to provide a lump sum or monthly benefit for a beneficiary upon your death. This section gives you an overview of various retirement options available to you.

#### Option 1

This retirement option provides a lump sum payment of your remaining member contributions to your beneficiary after your death. The reduction to your monthly benefit to provide this payment is based on your life expectancy at retirement and the amount of your contributions. You can name one or more beneficiary, and can name a new beneficiary at any time.\* If you name someone other than your spouse or registered domestic partner as your Option 1 beneficiary, upon your death your spouse or domestic partner may still be entitled to a community property share of any remaining contributions.

*The following options (2, 2W, 3, 3W, and 4) provide lifetime monthly benefits to your designated beneficiary. The reduction to your monthly benefit to provide a monthly allowance to your beneficiary is based on both your life expectancy at retirement and your beneficiary's - the younger your beneficiary, the greater the reduction. If you have someone eligible for Survivor Continuance, the reduction is applied only to the option portion of your benefit. (See page 10 for more about Survivor Continuance.) In most cases, you can name only one beneficiary, and your designation cannot be changed after retirement, except under limited circumstances.*

#### Option 2

Under Option 2, your beneficiary will continue to receive the same total monthly payment you receive after retirement. If your beneficiary predeceases you, your retirement allowance will increase to the Unmodified Allowance.

#### Option 2W

This option provides a slightly higher allowance for you and your beneficiary than Option 2. However, if your beneficiary predeceases you, you continue to receive the Option 2W amount rather than increasing to the Unmodified Allowance.

#### Option 3

If you choose Option 3, your beneficiary will receive a monthly allowance equal to one-half the amount of your retirement allowance. If your beneficiary predeceases you, your allowance will increase to the Unmodified Allowance.

\* Since second tier members do not make contributions, Option 1 will apply only if you have contributions on deposit with CalPERS for service under another formula. In such a situation, all of your remaining contributions will be paid in a lump sum to your beneficiary after your death.

#### Unmodified Allowance

The Unmodified Allowance is the highest amount payable and provides a monthly benefit to you that ends upon your death.



### Survivor Continuance

This benefit will apply only if you have an eligible family member on the date of your death. To estimate the Survivor Continuance benefit, use the Retirement Planning Calculator or request a CalPERS retirement estimate.

### Impact of Social Security\*

If your service is not coordinated with Social Security, Survivor Continuance will be one-half of your Unmodified Allowance. If your service is coordinated with Social Security, it will be one-quarter of your Unmodified Allowance. If you have some time covered and some not covered, or if you have a combination of service under CalPERS with the State or a public agency, special consideration must be given to figure the amount of your Survivor Continuance benefit.

### Option 3W

This option provides a slightly higher allowance for you and your beneficiary than Option 3. However, if your beneficiary predeceases you, you continue to receive the Option 3W amount rather than increasing to the Unmodified Allowance.

### Option 4

Option 4 is a somewhat flexible option. There are several unique variations of Option 4, each specifically designed to mesh with various situations that might apply to you. If you are interested in choosing a lifetime option, you should familiarize yourself with these options by reviewing the *Retirement Option 4* booklet. The amount payable to your beneficiary under Option 4 cannot exceed the amount payable under Option 2W.

### Survivor Continuance

In selecting an option, you may want to consider if your beneficiary is eligible for Survivor Continuance. This benefit consists of a monthly allowance that automatically continues to an eligible survivor following your death after retirement, regardless of the option you select.

### Who is Eligible?

- Your spouse, if you were married for at least one year before your retirement and remained married until the date of your death, will receive the Survivor Continuance benefit for life. (For disability retirement, you need only to have been married at retirement and remained married until the date of your death.)
- Your domestic partner, if you were legally registered at least one year prior to your retirement and continuously until your death, will receive the Survivor Continuance benefit for life. (For disability retirement, you need only to have been registered as domestic partners at retirement and remained registered until the date of your death.)
- If you do not have an eligible spouse or registered domestic partner, your natural or adopted children under age 18 that have never been married will receive this monthly benefit until marriage or age 18. An unmarried child who was disabled prior to age 18 and whose disability has continued without interruption may receive this benefit until the disability ends or until marriage.
- Qualifying financially-dependent parents.

\* If you became a second tier member prior to November 1, 1988, your Survivor Continuance will be one-half of your Unmodified Allowance, regardless of whether your service is coordinated with Social Security. If you became a second tier member on or after that date, your Survivor Continuance will be one-half of your Unmodified Allowance, if your service is not coordinated with Social Security, and one-quarter if your service is coordinated with Social Security.

## PRE-RETIREMENT DEATH BENEFITS

As a CalPERS member, you are eligible for various pre-retirement death benefits depending on your membership category, retirement eligibility status, and other factors. The benefits range from a simple return of your contributions plus interest (if applicable), to a monthly allowance equal to what you would have received at retirement paid to a spouse or domestic partner. To be eligible for any type of monthly pre-retirement death benefit, your spouse or domestic partner must have been either married to you or legally registered before the occurrence of the injury or the onset of the illness that resulted in your death, or for at least one year prior to your death.

Each member's death benefits can vary significantly depending on circumstances and data. Questions relating to specific situations should be addressed to CalPERS for a more accurate description of individual benefits.

Upon a member's pre-retirement death, your employer and surviving family member are encouraged to immediately contact us for assistance.

For your convenience, we have divided the pre-retirement section into two parts:

- Not Eligible to Retire
- Eligible to Retire.

### Not Eligible to Retire

You must be at least age 50 and have a minimum of five years of CalPERS-credited service or have worked part time for at least five years to be eligible to retire. If you pass away before you are eligible to retire, your beneficiary is entitled to the following benefits.

#### Group Term Life Insurance

This is a tax-free lump sum benefit paid to the same beneficiary who will receive the Basic Death Benefit, the Alternate Death Benefit (if applicable), or the Special Death Benefit (if applicable). For those with less than 20 years of State service, the benefit is \$5,000, plus an amount equal to six months' pay (50 percent of your earnable pay for the 12 months just before your death).<sup>\*</sup> For those with 20 or more years of State service, the benefit is equal to \$5,000.

..... and either .....

#### Alternate Death Benefit (if applicable)

This benefit applies to members under age 50 (under age 55 for second tier members) who have 20 or more years of State service credit and who were either not represented by collective bargaining or members of a collective bargaining unit that specifically contracts for the Alternate Death Benefit.\*

<sup>\*</sup> Time spent in the Alternate Retirement Program will be used to meet the eligibility requirement for this benefit.

### Eligibility for Monthly Death Benefits

To be eligible for any type of monthly pre-retirement death benefit, your spouse or domestic partner must have been either married to you or legally registered before the occurrence of the injury or the onset of the illness that resulted in your death or for at least one year prior to your death.

### Pre-Retirement Death Benefits Designation

If you name a beneficiary other than your spouse or registered domestic partner, your spouse or registered domestic partner will still receive their community property share. The remainder will be paid to your designated beneficiary. To designate a beneficiary, use the **CalPERS Beneficiary Designation** form available from your Personnel Office or on CalPERS On-Line. (This designation will be valid only if your death is not job related. Different rules apply to job-related death benefit eligibility.)

## Inactive CalPERS Members

Beneficiaries of members who were separated from employment more than 120 days for non-health reasons are only eligible for the Limited Death Benefit, which consists of a return of contributions and interest (if applicable) from the member's account.

## Special Death Benefit

If your death is the direct result of a violent act while you were performing your official duties, your surviving spouse, registered domestic partner, or unmarried children or eligible stepchildren under age 22 may receive a monthly allowance equal to one-half of your final compensation. If there are eligible surviving children in addition to your spouse or registered domestic partner, the allowance may be increased to a maximum of 75 percent. The Special Death Benefit is payable to your surviving spouse or registered domestic partner until death, or to your unmarried children until age 22.

Your eligible spouse or registered domestic partner may receive a monthly allowance equal to the amount you would have received if you had retired under a service retirement at age 50 (age 55 for second tier members) and elected Option 2W. Upon the death of your spouse or registered domestic partner, the benefit will continue to your natural or adopted unmarried children under age 18.

If you are not survived by either an eligible spouse or registered domestic partner, but you are survived by unmarried minor children under age 18, the children will receive an allowance until age 18 equal to one-half of what your highest service retirement allowance would have been had you retired at age 50 (age 55 for second tier members).

..... or .....

## Basic Death Benefit

The Basic Death Benefit will be paid if:

- No one is eligible for a monthly allowance.
- The person who is eligible for the monthly allowance chooses instead to receive the Basic Death Benefit.
- A person other than a spouse or registered domestic partner is designated as beneficiary to receive all or a portion of the lump-sum death benefit.

No part of the Basic Death Benefit is paid if the Special Death Benefit is paid.

## Benefit Payments

Your beneficiary will receive a lump sum payment of:

- A refund of your contributions, if any, plus interest
- If you have 20 or more years of State service credit, an amount equal to six months' pay (50 percent of your earnable pay for the 12 months just before your death).\*

If no one is eligible for the Alternate Death Benefit or the Special Death Benefit, or if these benefits are not applicable, your beneficiary for the Basic Death Benefit will be determined as follows:

- Named beneficiary, or if none;
- Spouse or registered domestic partner, or if none;
- Your children, or if none;
- Parents, or if none;
- Brothers and sisters, or if none;
- Estate if probated, or if not;
- Trust, or if none;
- Next of kin, as provided by law.

\* Time spent in the Alternate Retirement Program will be used to meet the eligibility requirement for this benefit



..... and .....

#### **1959 Survivor Benefit**

Applicable only for those not covered under Social Security while in State service. The 1959 Survivor Death Benefit may not be paid if the Special Death Benefit is elected. (See page 14 for more information.)

#### **Eligible to Retire**

If you pass away at age 50 or over with a minimum of five years of CalPERS-credited service, your beneficiary is eligible for the following benefits.

#### **Group Term Life Insurance**

This is a tax-free lump sum benefit of \$5,000. It is payable to the same beneficiary who will receive the Pre-Retirement Option 2W Death Benefit, the 1957 Survivor Benefit, the Basic Death Benefit, or the Special Death Benefit (if applicable).

..... and .....

#### **Pre-Retirement Option 2W Death Benefit**

Your eligible spouse or registered domestic partner will receive a monthly allowance equal to the amount you would have received if you had retired under a service retirement on the date of your death and elected Option 2W. The benefit is payable to your spouse or domestic partner until death. Upon the death of your spouse or domestic partner, the benefit will continue to your natural or adopted children under age 18 who have never been married.

..... or .....

#### **1957 Survivor Benefit**

This benefit is payable if you are not survived by a spouse or registered domestic partner who is eligible for the Pre-Retirement Option 2W Death Benefit, but are survived by natural or adopted children under age 18 who have never been married. The benefit provides a monthly allowance equal to one-half of what your highest service retirement allowance would have been had you retired on the date of your death.

..... or .....

#### **Second Tier Basic Death Benefit Payments**

Since second tier members do not make contributions, if you are a second tier member and you have 20 or more years of State service credit, your beneficiary will receive a lump sum payment of six months' pay (50 percent of your earnable pay for the 12 months just before your death).

#### **Second Tier Retirement Eligibility**

Generally, second tier members must be at least age 55 and have a minimum of 10 years of CalPERS-credited service to be eligible to retire.

#### **Continuation of Coverage**

If you are still working at the time of your death, your Personnel Office will continue your health, dental, and vision coverage for your covered dependents for 120 days. If your survivor is entitled to any type of monthly allowance, they will have health and dental coverage for life. Vision insurance does not continue beyond 120 days.





### Basic Death Benefit

The Basic Death Benefit will be paid if:

- No one is eligible for any of the monthly allowances above.
- The person who is eligible for one of the monthly allowances above chooses instead to receive the Basic Death Benefit.
- A person other than a spouse or registered domestic partner is designated as a beneficiary to receive all or a portion of your lump sum death benefit.\*

### Benefit Payments

Your beneficiary will receive a lump sum payment of:

- A refund of your contributions, if any, plus interest
- Six months' pay (50 percent of your earnable pay for the 12 months just before your death).

If no one is eligible for the Pre-Retirement Option 2W Death Benefit, the 1957 Survivor Benefit, or the Special Death Benefit (if applicable), your beneficiary for the Basic Death Benefit will be determined as follows:

- Named beneficiary, or if none;
- Spouse or registered domestic partner, or if none;
- Children, or if none;
- Parents, or if none;
- Brothers and sisters, or if none;
- Estate if probated, or if not;
- Trust, or if none;
- Next of kin, as provided by law.

..... and .....

### 1959 Survivor Benefit

Applicable only for those not covered under Social Security while in State service. The 1959 Survivor Death Benefit may not be paid if the Special Death Benefit is elected. (See below for more information.)

### 1959 Survivor Benefit Program

The 1959 Survivor Benefit is available to State miscellaneous and industrial members who are not covered by federal Social Security while in State service. Covered members are required to pay at least a \$2 monthly fee that is deducted from their salary specifically to fund the 1959 Survivor Benefit Program.

\* No part of the Basic Death Benefit is payable if the Special Death Benefit is paid.

The program provides a monthly allowance to eligible survivors of members who were covered by this benefit program and died before retirement. The 1959 Survivor Benefit allowance is payable in addition to any other pre-retirement death benefit paid by CalPERS, with the possible exception of the Special Death Benefit. If the 1959 Survivor Benefit is greater than the Special Death Benefit, then the difference is paid as the 1959 Survivor Benefit.

### **Eligible Survivors**

#### ***Spouse***

A surviving spouse is a husband or wife who was legally married to the member at least one year before the member's death or before the occurrence of the injury or onset of the illness that resulted in the member's death. A surviving spouse is entitled to the 1959 Survivor Benefit as long as they have care of an eligible child **or** are at least age 60. A surviving spouse can remarry and continue to receive the allowance.

#### ***Domestic Partner***

To be eligible, a surviving domestic partner must have been in a legally registered domestic partnership with the member at least one year before the member's death or before the occurrence of the injury or onset of the illness that resulted in the member's death. A surviving registered domestic partner is entitled to the 1959 Survivor Benefit as long as they have care of an eligible child **or** are at least age 60. A surviving registered domestic partner can register as a domestic partner to someone else and continue to receive the allowance.

#### ***Children***

A child of the member who has never been married or a stepchild who has never been married (if the child was living with the member in a parent-child relationship) is eligible for benefits while under age 22. A child who has never been married and is incapacitated because of a disability that began before attaining age 22 may be entitled to the benefit until the disability ends. If a child is in the care of a guardian or is living alone, the child's portion of the benefit is payable to the guardian or to the child directly, rather than to the surviving spouse.

#### ***Parents***

A parent who is at least age 60 can be eligible if there is no surviving spouse, registered domestic partner, or eligible children, and the parent was dependent on the member for at least half of their support at the time of the member's death.

### 1959 Survivor Monthly Allowance Levels

Eligible survivors may receive one of the following monthly allowances:

- A spouse or registered domestic partner who has care of two or more eligible children; or three eligible children only (split among them) **\$1,800\***
- A spouse or registered domestic partner who has care of one eligible child; or two eligible children only (split among them) **\$1,500\***
- One eligible child only; or a spouse or registered domestic partner at age 60 or older **\$750\***
- Dependent parents who are at least age 60 may be eligible if there are no other eligible survivors **\$750 each\***



\* Amounts can differ if all children are not in the spouse's or domestic partner's care.

## HEALTH INSURANCE IN RETIREMENT

If you are enrolled in a CalPERS health plan when you separate from employment, and you retire within 30 days, your health coverage will automatically continue. If you do **not** want it to continue, you must cancel your coverage.

If you retire more than 30, but within 120 days of separation from employment, your health coverage will not automatically continue. However, you can re-enroll within 60 days of your retirement date or during any Open Enrollment period. Contact CalPERS for more information.

If you are not enrolled in a CalPERS health plan when you separate, you can request enrollment by contacting CalPERS within 60 days of retirement or during any Open Enrollment period.

If your effective date of retirement is more than 120 days after separation from employment, you are not eligible to be enrolled in a CalPERS Medicare health plan at retirement or at any future date.

If at retirement, you are enrolled in a CalPERS health plan and you are eligible for Social Security Medicare benefits, State law prohibits your continued enrollment in the Basic plan. However, you can continue your CalPERS health care by enrolling in a Medicare health plan. Contact CalPERS immediately after receiving your federal Medicare card to determine your eligibility and coordinate the effective date of your Medicare coverage.

### Health Benefit Vesting Requirements

Upon retirement the State may contribute toward the cost of your health benefits coverage based on the date you were first hired and your years of credited service.\* The term “first hired” refers to the date you were employed with the State for the first time. Even if the employment did not qualify you for CalPERS membership, or you withdrew your contributions for that period of time, that is still considered your first hired date. These requirements do not apply to California State University employees.

- **First hired by the State prior to January 1, 1985** - the State will contribute fully toward your health premiums, regardless of your number of years of service.
- **First hired by the State January 1, 1985 through December 31, 1988** - if you have 10 or more years of CalPERS service credit, the State will contribute fully toward your health premiums. If you have less than 10 years of CalPERS service credit, the contribution will be prorated based on your years of service.

\* Time spent in the Alternate Retirement Program will be used to meet the eligibility requirement.

### Your Retirement Date

If your effective date of retirement is more than 120 days after separation from employment, you are not eligible to be enrolled in a CalPERS health plan at retirement or at any future date.

### Medicare Health Plans

If at retirement you are enrolled in a CalPERS health plan and you are eligible for Social Security Medicare benefits, State law prohibits your continued enrollment in the Basic plan. However, you can continue your CalPERS health care by enrolling in a CalPERS Medicare health plan. Contact us immediately after receiving your federal Medicare card to determine your eligibility and to coordinate the effective date of your Medicare coverage.

- **First hired by the State as a represented employee on or after January 1, 1989, or as a nonrepresented employee on or after January 1, 1990** - if you have 20 or more years of State service, the State will contribute fully toward your health premiums. If you have less than 20 years of State service, the contribution will be prorated based on your years of State service. (A minimum of 10 years of State service is required for those in these categories.)

If your family members are included in your CalPERS health plan at the time of your death, their enrollment will automatically continue if they receive a monthly allowance from CalPERS. The State's contribution will also continue. If the monthly allowance does not cover their share of the premium, they will be notified of their options. If your family members do not receive a monthly allowance, they can continue their coverage through the Consolidated Omnibus Budget Reconciliation Act program. Contact your Personnel Office for further information.

Non-enrolled surviving family members can be eligible to enroll in a CalPERS health plan within 60 days of your death or during any Open Enrollment period. Contact us for more information.

Surviving family members' eligibility for health coverage can change for a variety of reasons. For example, a spouse or registered domestic partner who is receiving a 1959 Survivor Benefit payment can experience an interruption in health coverage due to loss of eligibility for dependent children. The spouse or domestic partner can re-enroll at age 60, upon receipt of a monthly allowance.

## Dental Benefits

State employees receiving a retirement allowance from CalPERS who retire within 120 days of separation from employment are eligible for dental benefits.

Continuation of your dental coverage into retirement is not automatic. Your Personnel Office must complete a new *Dental Plan Enrollment Authorization* form, which should be sent to CalPERS at least 30 days prior to your retirement.

If you do not enroll at the time of retirement, but choose to remain as a dependent, and later lose other State-sponsored dental coverage, you can enroll during any Open Enrollment period.

## Dental Benefit Vesting Requirements

When you retire, the State may contribute toward the cost of your dental benefits based on the date you were first hired, your bargaining unit at retirement, and your years of service.\* The date you were first hired means the date you were employed with the State for the first time. If that employment did not qualify you for CalPERS membership or you withdrew your contributions for that period, it is still considered your first hired date.

If you were first hired on or after July 1, 1988, you could be subject to dental vesting requirements. To determine if your bargaining unit has agreed to these requirements, contact the Department of Personnel Administration.

## Vision Plan

At present, a vision plan is not available in retirement. You can continue your vision insurance through COBRA.

\* Time spent in the Alternate Retirement Program will be used to meet the eligibility requirement.



## Reciprocity

This agreement between retirement systems does not apply to health vesting.

## ADDITIONAL BENEFITS TO CONSIDER

### Reciprocity - Other California Public Retirement Systems

CalPERS has an agreement with many public retirement systems in California that allows movement from one public employer to another, within a specified time limit, without losing valuable retirement rights and related benefits. This is called reciprocity.

There is no transfer of funds or service credit between retirement systems when you establish reciprocity. You become a member of both systems and are subject to the membership and benefit obligations and rights of each system.

You must retire from each system separately, but it must on the same date for all the benefits of reciprocity to apply. Once you're retired, you will receive separate retirement checks from each system.

For more information, or to establish reciprocity, you should review the CalPERS publication *When You Change Retirement Systems*.

### Cost-of-Living Adjustments

Cost-of-living adjustments are provided by law and are based on the Consumer Price Index for all United States cities. Cost-of-living adjustments are paid the second calendar year of your retirement and then every year thereafter.

The standard cost-of-living adjustment is a maximum of 2 percent per year. If the Consumer Price Index registers a lower rate of inflation, you could receive a lower percentage. (For second tier members, the standard cost-of-living adjustment is a fixed 3 percent per year.)

### Inflation Protection

Added protection against inflation is provided by the Purchasing Power Protection Allowance (PPPA), created to restore your monthly allowance to 75 percent of its original purchasing power.

You will automatically receive PPPA supplemental payments on a monthly basis if your allowance falls below the 75 percent purchasing power level and there are funds in the PPPA account.

### Sick Leave Credit

At retirement, any unused sick leave you have can be converted to additional service credit. (The additional service will not change your age at retirement.)





You will receive credit for all unused sick leave certified by your employer. It takes 250 days of sick leave to receive one year of service credit. For example, if your employer certified 120 days of sick leave, your additional service credit would be 0.480 ( $120 \times .004 = 0.480$ ) of a year service credit. If the credit is indicated and verified on your retirement application, it is added to the first retirement check. If not, an adjustment is calculated after your retirement date and paid retroactively to you. To receive sick leave credit, your retirement date must be within 120 days of the date of separation from employment.

## Section 415 of the Internal Revenue Code (IRC)

IRC Section 415 places a dollar limit on the annual benefit you can receive from a tax-qualified pension plan such as CalPERS.\* Under Section 415, the maximum annual benefit payable if you retire at Social Security “normal retirement age” is \$175,000 for 2006. This dollar limit is adjusted based on several factors including inflation, age at retirement, and after tax contribution. If you have service with more than one CalPERS employer, the dollar limits are applied to the benefits derived from each employer separately. In some cases, you can be considered as retiring at the Social Security normal retirement age, although you may actually be younger.

If at retirement CalPERS finds that your benefit must be limited under Section 415, we will enroll you in a replacement benefit program and pay a monthly amount that will, to the extent possible, make up the amount your CalPERS benefit is limited.

## RETIREMENT FORMULAS & BENEFIT FACTORS

### Understanding Your Retirement Formula

Your benefit factor is the percentage of pay to which you are entitled for each year of service. It is determined by your age at retirement and the retirement formula that applies to your classification. This guide explains the following State miscellaneous and industrial retirement formulas:

$2^{\text{percent}}_{@55}$        $2^{\text{percent}}_{@60}$        $1\frac{1}{4}^{\text{percent}}_{@65}$

You can refer to your CalPERS Annual Member Statement to verify your retirement formula.

Starting on the following page you'll find charts for each of the State miscellaneous and industrial retirement formulas. The first chart for all formulas shows how the benefit factor increases for each quarter year. The second chart shows the percentage of final compensation you will receive. There is no limit on the percentage of final compensation you will receive. It can even exceed 100 percent.

\* If you first became a CalPERS member prior to January 1, 1990, your benefit, under certain circumstances, can exceed these limits.

## BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 63.

Age	Exact Year	¼ Year	½ Year	¾ Year
50	1.100%	1.146%	1.190%	1.236%
51	1.280%	1.326%	1.370%	1.416%
52	1.460%	1.506%	1.550%	1.596%
53	1.640%	1.686%	1.730%	1.776%
54	1.820%	1.866%	1.910%	1.956%
55	2.000%	2.016%	2.032%	2.048%
56	2.064%	2.080%	2.096%	2.110%
57	2.126%	2.142%	2.158%	2.172%
58	2.188%	2.204%	2.220%	2.236%
59	2.250%	2.268%	2.282%	2.298%
60	2.314%	2.330%	2.346%	2.360%
61	2.376%	2.392%	2.406%	2.422%
62	2.438%	2.454%	2.470%	2.486%
63 or older	2.500%	—	—	—

# PERCENTAGE OF FINAL COMPENSATION



Age	50	51	52	53	54	55	56	57	58	59	60	61	62	63+
Benefit Factor	1.100	1.280	1.460	1.640	1.820	2.000	2.064	2.126	2.188	2.250	2.314	2.376	2.438	2.500
Years of Service	Percentage of Final Compensation													
5	5.50	6.40	7.30	8.20	9.10	10.00	10.32	10.63	10.94	11.25	11.57	11.88	12.19	12.50
6	6.60	7.68	8.76	9.84	10.92	12.00	12.38	12.76	13.13	13.50	13.88	14.26	14.63	15.00
7	7.70	8.96	10.22	11.48	12.74	14.00	14.45	14.88	15.32	15.75	16.20	16.63	17.07	17.50
8	8.80	10.24	11.68	13.12	14.56	16.00	16.51	17.01	17.50	18.00	18.51	19.01	19.50	20.00
9	9.90	11.52	13.14	14.76	16.38	18.00	18.58	19.13	19.69	20.25	20.83	21.38	21.94	22.50
10	11.00	12.80	14.60	16.40	18.20	20.00	20.64	21.26	21.88	22.50	23.14	23.76	24.38	25.00
11	12.10	14.08	16.06	18.04	20.02	22.00	22.70	23.39	24.07	24.75	25.45	26.14	26.82	27.50
12	13.20	15.36	17.52	19.68	21.84	24.00	24.77	25.51	26.26	27.00	27.77	28.51	29.26	30.00
13	14.30	16.64	18.98	21.32	23.66	26.00	26.83	27.64	28.44	29.25	30.08	30.89	31.69	32.50
14	15.40	17.92	20.44	22.96	25.48	28.00	28.90	29.76	30.63	31.50	32.40	33.26	34.13	35.00
15	16.50	19.20	21.90	24.60	27.30	30.00	30.96	31.89	32.82	33.75	34.71	35.64	36.57	37.50
16	17.60	20.48	23.36	26.24	29.12	32.00	33.02	34.02	35.01	36.00	37.02	38.02	39.01	40.00
17	18.70	21.76	24.82	27.88	30.94	34.00	35.09	36.14	37.20	38.25	39.34	40.39	41.45	42.50
18	19.80	23.04	26.28	29.52	32.76	36.00	37.15	38.27	39.38	40.50	41.65	42.77	43.88	45.00
19	20.90	24.32	27.74	31.16	34.58	38.00	39.22	40.39	41.57	42.75	43.97	45.14	46.32	47.50
20	22.00	25.60	29.20	32.80	36.40	40.00	41.28	42.52	43.76	45.00	46.28	47.52	48.76	50.00
21	23.10	26.88	30.66	34.44	38.22	42.00	43.34	44.65	45.95	47.25	48.59	49.90	51.20	52.50
22	24.20	28.16	32.12	36.08	40.04	44.00	45.41	46.77	48.14	49.50	50.91	52.27	53.64	55.00
23	25.30	29.44	33.58	37.72	41.86	46.00	47.47	48.90	50.32	51.75	53.22	54.65	56.07	57.50
24	26.40	30.72	35.04	39.36	43.68	48.00	49.54	51.02	52.51	54.00	55.54	57.02	58.51	60.00
25	27.50	32.00	36.50	41.00	45.50	50.00	51.60	53.15	54.70	56.25	57.85	59.40	60.95	62.50
26	28.60	33.28	37.96	42.64	47.32	52.00	53.66	55.28	56.89	58.50	60.16	61.78	63.39	65.00
27	29.70	34.56	39.42	44.28	49.14	54.00	55.73	57.40	59.08	60.75	62.48	64.15	65.83	67.50
28	30.80	35.84	40.88	45.92	50.96	56.00	57.79	59.53	61.26	63.00	64.79	66.53	68.26	70.00
29	31.90	37.12	42.34	47.56	52.78	58.00	59.86	61.65	63.45	65.25	67.11	68.90	70.70	72.50
30	33.00	38.40	43.80	49.20	54.60	60.00	61.92	63.78	65.64	67.50	69.42	71.28	73.14	75.00
31	34.10	39.68	45.26	50.84	56.42	62.00	63.98	65.91	67.83	69.75	71.73	73.66	75.58	77.50
32	35.20	40.96	46.72	52.48	58.24	64.00	66.05	68.03	70.02	72.00	74.05	76.03	78.02	80.00
33	36.30	42.24	48.18	54.12	60.06	66.00	68.11	70.16	72.20	74.25	76.36	78.41	80.45	82.50
34	—	43.52	49.64	55.76	61.88	68.00	70.18	72.28	74.39	76.50	78.68	80.78	82.89	85.00
35	—	—	51.10	57.40	63.70	70.00	72.24	74.41	76.58	78.75	80.99	83.16	85.33	87.50
36	—	—	—	59.04	65.52	72.00	74.30	76.54	78.77	81.00	83.30	85.54	87.77	90.00
37	—	—	—	—	67.34	74.00	76.37	78.66	80.96	83.25	85.62	87.91	90.21	92.50
38	—	—	—	—	—	76.00	78.43	80.79	83.14	85.50	87.93	90.29	92.64	95.00
39	—	—	—	—	—	—	80.49	82.91	85.33	87.75	90.25	92.66	95.08	97.50
40	—	—	—	—	—	—	—	85.04	87.52	90.00	92.56	95.04	97.52	100.0

## BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 63.

Age	Exact Year	¼ Year	½ Year	¾ Year
50	1.092%	1.108%	1.124%	1.140%
51	1.156%	1.172%	1.190%	1.206%
52	1.224%	1.242%	1.260%	1.278%
53	1.296%	1.316%	1.336%	1.356%
54	1.376%	1.396%	1.418%	1.438%
55	1.460%	1.482%	1.506%	1.528%
56	1.552%	1.576%	1.600%	1.626%
57	1.650%	1.678%	1.704%	1.730%
58	1.758%	1.786%	1.816%	1.846%
59	1.874%	1.906%	1.938%	1.970%
60	2.000%	2.034%	2.068%	2.100%
61	2.134%	2.168%	2.202%	2.238%
62	2.272%	2.308%	2.346%	2.382%
63 or older	2.418%	—	—	—

# PERCENTAGE OF FINAL COMPENSATION



Age	50	51	52	53	54	55	56	57	58	59	60	61	62	63+
Benefit Factor	1.092	1.156	1.224	1.296	1.376	1.460	1.552	1.650	1.758	1.874	2.000	2.134	2.272	2.418
Years of Service	Percentage of Final Compensation													
5	5.46	5.78	6.12	6.48	6.88	7.30	7.76	8.25	8.79	9.37	10.00	10.67	11.36	12.09
6	6.55	6.94	7.34	7.78	8.26	8.76	9.31	9.90	10.55	11.24	12.00	12.80	13.63	14.51
7	7.64	8.09	8.57	9.07	9.63	10.22	10.86	11.55	12.31	13.12	14.00	14.94	15.90	16.93
8	8.74	9.25	9.79	10.37	11.01	11.68	12.42	13.20	14.06	14.99	16.00	17.07	18.18	19.34
9	9.83	10.40	11.02	11.66	12.38	13.14	13.97	14.85	15.82	16.87	18.00	19.21	20.45	21.76
10	10.92	11.56	12.24	12.96	13.76	14.60	15.52	16.50	17.58	18.74	20.00	21.34	22.72	24.18
11	12.01	12.72	13.46	14.26	15.14	16.06	17.07	18.15	19.34	20.61	22.00	23.47	24.99	26.60
12	13.10	13.87	14.69	15.55	16.51	17.52	18.62	19.80	21.10	22.49	24.00	25.61	27.26	29.02
13	14.20	15.03	15.91	16.85	17.89	18.98	20.18	21.45	22.85	24.36	26.00	27.74	29.54	31.43
14	15.29	16.18	17.14	18.14	19.26	20.44	21.73	23.10	24.61	26.24	28.00	29.88	31.81	33.85
15	16.38	17.34	18.36	19.44	20.64	21.90	23.28	24.75	26.37	28.11	30.00	32.01	34.08	36.27
16	17.47	18.50	19.58	20.74	22.02	23.36	24.83	26.40	28.13	29.98	32.00	34.14	36.35	38.69
17	18.56	19.65	20.81	22.03	23.39	24.82	26.38	28.05	29.89	31.85	34.00	36.28	38.62	41.11
18	19.66	20.81	22.03	23.33	24.77	26.28	27.94	29.70	31.64	33.73	36.00	38.41	40.90	43.52
19	20.75	21.96	23.26	24.62	26.14	27.74	29.49	31.35	33.40	35.61	38.00	40.55	43.17	45.94
20	21.84	23.12	24.48	25.92	27.52	29.20	31.04	33.00	35.16	37.48	40.00	42.68	45.44	48.36
21	22.93	24.28	25.70	27.22	28.90	30.66	32.59	34.65	36.92	39.35	42.00	44.81	47.71	50.78
22	24.02	25.43	26.93	28.51	30.27	32.12	34.14	36.30	38.68	41.23	44.00	46.95	49.98	53.20
23	25.12	26.59	28.15	29.81	31.65	33.58	35.70	37.95	40.43	43.10	46.00	49.08	52.26	55.61
24	26.21	27.74	29.38	31.10	33.02	35.04	37.25	39.60	42.19	44.98	48.00	51.22	54.53	58.03
25	27.30	28.90	30.60	32.40	34.40	36.50	38.80	41.25	43.95	46.85	50.00	53.35	56.80	60.45
26	28.39	30.06	31.82	33.70	35.78	37.96	40.35	42.90	45.71	48.72	52.00	55.48	59.07	62.87
27	29.48	31.21	33.05	34.99	37.15	39.42	41.90	44.55	47.47	50.60	54.00	57.62	61.34	65.29
28	30.58	32.37	34.27	36.29	38.53	40.88	43.46	46.20	49.22	52.47	56.00	59.75	63.62	67.70
29	31.67	33.52	35.50	37.58	39.90	42.34	45.01	47.85	50.98	54.35	58.00	61.89	65.89	70.12
30	32.76	34.68	36.72	38.88	41.28	43.80	46.56	49.50	52.74	56.22	60.00	64.02	68.16	72.54
31	33.85	35.84	37.94	40.18	42.66	45.26	48.11	51.15	54.50	58.09	62.00	66.15	70.43	74.96
32	34.94	36.99	39.17	41.47	44.03	46.72	49.66	52.80	56.26	59.97	64.00	68.29	72.70	77.38
33	36.04	38.15	40.39	42.77	45.14	48.18	51.22	54.45	58.01	61.84	66.00	70.42	74.98	79.79
34	—	39.30	41.62	44.06	46.78	49.64	52.77	56.10	59.77	63.72	68.00	72.56	77.25	82.21
35	—	—	42.84	45.36	48.16	51.10	54.32	57.75	61.53	65.59	70.00	74.69	79.52	84.63
36	—	—	—	46.66	49.54	52.56	55.87	59.40	63.29	67.46	72.00	76.82	81.79	87.05
37	—	—	—	—	50.91	54.02	57.42	61.05	65.05	69.34	74.00	78.96	84.06	89.47
38	—	—	—	—	—	55.48	58.98	62.70	66.80	71.21	76.00	81.09	86.34	91.88
39	—	—	—	—	—	—	60.53	64.35	68.56	73.09	78.00	83.23	88.61	94.30
40	—	—	—	—	—	—	—	66.00	70.32	74.96	80.00	85.36	90.88	96.72

## BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 65.

If you have five years of credited service earned prior to January 1, 1985, you are eligible to retire at age 50 with less than 10 years of service.

Age	Exact Year	¼ Year	½ Year	¾ Year
50	.5000%	.5125%	.5250%	.5375%
51	.5500%	.5625%	.5750%	.5875%
52	.6000%	.6125%	.6250%	.6375%
53	.6500%	.6625%	.6750%	.6875%
54	.7000%	.7125%	.7250%	.7375%
55	.7500%	.7625%	.7750%	.7875%
56	.8000%	.8125%	.8250%	.8375%
57	.8500%	.8625%	.8750%	.8875%
58	.9000%	.9125%	.9250%	.9375%
59	.9500%	.9625%	.9750%	.9875%
60	1.0000%	1.0125%	1.0250%	1.0375%
61	1.0500%	1.0625%	1.0750%	1.0875%
62	1.1000%	1.1125%	1.1250%	1.1375%
63	1.1500%	1.1625%	1.1750%	1.1875%
64	1.2000%	1.2125%	1.2250%	1.2375%
65 or older	1.2500%	—	—	—

# PERCENTAGE OF FINAL COMPENSATION



Age	55	56	57	58	59	60	61	62	63	64	65+
Benefit Factor	.750	.800	.850	.900	.950	1.000	1.050	1.100	1.150	1.200	1.250
Years of Service	Percentage of Final Compensation										
10	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50
11	8.25	8.80	9.35	9.90	10.45	11.00	11.55	12.10	12.65	13.20	13.75
12	9.00	9.60	10.20	10.80	11.40	12.00	12.60	13.20	13.80	14.40	15.00
13	9.75	10.40	11.05	11.70	12.35	13.00	13.65	14.30	14.95	15.60	16.25
14	10.50	11.20	11.90	12.60	13.30	14.00	14.70	15.40	16.10	16.80	17.50
15	11.25	12.00	12.75	13.50	14.25	15.00	15.75	16.50	17.25	18.00	18.75
16	12.00	12.80	13.60	14.40	15.20	16.00	16.80	17.60	18.40	19.20	20.00
17	12.75	13.60	14.45	15.30	16.15	17.00	17.85	18.70	19.55	20.40	21.25
18	13.50	14.40	15.30	16.20	17.10	18.00	18.90	19.80	20.70	21.60	22.50
19	14.25	15.20	16.15	17.10	18.05	19.00	19.95	20.90	21.85	22.80	23.75
20	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00	25.00
21	15.75	16.80	17.85	18.90	19.95	21.00	22.05	23.10	24.15	25.20	26.25
22	16.50	17.60	18.70	19.80	20.90	22.00	23.10	24.20	25.30	26.40	27.50
23	17.25	18.40	19.55	20.70	21.85	23.00	24.15	25.30	26.45	27.60	28.75
24	18.00	19.20	20.40	21.60	22.80	24.00	25.20	26.40	27.60	28.80	30.00
25	18.75	20.00	21.25	22.50	23.75	25.00	26.25	27.50	28.75	30.00	31.25
26	19.50	20.80	22.10	23.40	24.70	26.00	27.30	28.60	29.90	31.20	32.50
27	20.25	21.60	22.95	24.30	25.65	27.00	28.35	29.70	31.05	32.40	33.75
28	21.00	22.40	23.80	25.20	26.60	28.00	29.40	30.80	32.20	33.60	35.00
29	21.75	23.20	24.65	26.10	27.55	29.00	30.45	31.90	33.35	34.80	36.25
30	22.50	24.00	25.50	27.00	28.50	30.00	31.50	33.00	34.50	36.00	37.50
31	23.25	24.80	26.35	27.90	29.45	31.00	32.55	34.10	35.65	37.20	38.75
32	24.00	25.60	27.20	28.80	30.40	32.00	33.60	35.20	36.80	38.40	40.00
33	24.75	26.40	28.05	29.70	31.35	33.00	34.65	36.30	37.95	39.60	41.25
34	25.50	27.20	28.90	30.60	32.30	34.00	35.70	37.40	39.10	40.80	42.50
35	26.25	28.00	29.75	31.50	33.25	35.00	36.75	38.50	40.25	42.00	43.75
36	27.00	28.80	30.60	32.40	34.20	36.00	37.80	39.60	41.40	43.20	45.00
37	27.75	29.60	31.45	33.30	35.15	37.00	38.85	40.70	42.55	44.40	46.25
38	28.50	30.40	32.30	34.20	36.10	38.00	39.90	41.80	43.70	45.60	47.50
39	—	31.20	33.15	35.10	37.05	39.00	40.95	42.90	44.85	46.80	48.75
40	—	—	34.00	36.00	38.00	40.00	42.00	44.00	46.00	48.00	50.00



## BECOME A MORE INFORMED MEMBER

### CalPERS On-Line

Visit our web site at [www.calpers.ca.gov](http://www.calpers.ca.gov) for information on all our benefits and programs and to use our online services, including access to your personalized CalPERS information.

### Reaching Us By Phone

Contact us toll free at **888 CalPERS** (or 888-225-7377)

Monday to Friday, 8:00 a.m. to 5:00 p.m.

TTY: For Speech & Hearing Impaired (916) 795-3240

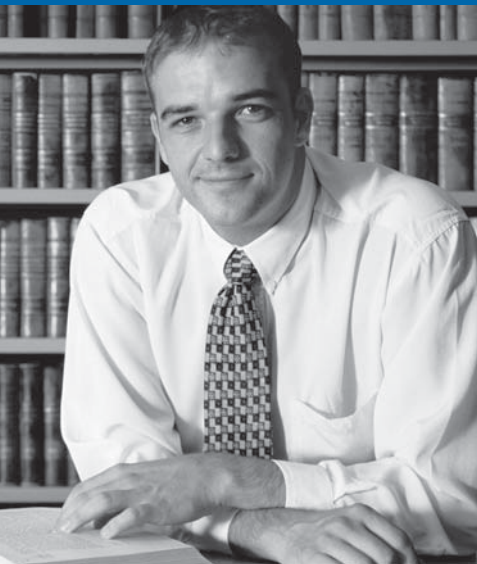
### Seminars & Workshops

Our **Financial Planning Seminars** help you learn about your CalPERS benefits and the importance of financial planning (free all-day classes).

Our **Retirement Planning Workshops** review your CalPERS benefits (free 2 to 2.5 hour class).

### How to Register for Seminars & Workshops

The easiest way to register is by going to CalPERS On-Line. In the Member Information section of the Web site, look for the “Seminars, Workshops, & Events” link on the left side navigation bar. You can also register by calling our Customer Contact Center at the number shown above.



## Visit Your Nearest CalPERS Regional Office

Visit the CalPERS Web site for directions to your local office.  
Monday to Friday, 8:00 a.m. to 5:00 p.m.

### **Fresno Regional Office**

10 River Park Place East, Suite 230  
Fresno, CA 93720

### **Glendale Regional Office**

Glendale Plaza  
655 North Central Avenue, Suite 1400  
Glendale, CA 91203

### **Orange Regional Office**

500 North State College Boulevard, Suite 750  
Orange, CA 92868

### **Sacramento Regional Office**

**Lincoln Plaza East**  
400 Q Street, Room E1820  
Sacramento, CA 95814

### **San Bernardino Regional Office**

650 East Hospitality Lane, Suite 330  
San Bernardino, CA 92408

### **San Diego Regional Office**

7676 Hazard Center Drive, Suite 350  
San Diego, CA 92108

### **San Francisco Regional Office**

301 Howard Street, Suite 2020  
San Francisco, CA 94105

### **San Jose Regional Office**

181 Metro Drive, Suite 520  
San Jose, CA 95110

## GLOSSARY

This glossary can help you understand some of the words and phrases you may encounter when dealing with CalPERS.

### **Benefit Factor**

The percentage of pay you are entitled to for each year of CalPERS-covered service. It is determined by your age at retirement and your retirement formula.

### **Beneficiary**

A person you designate to receive a benefit after your death or other benefit recipient. (Also, see survivor, which has a different definition. Your beneficiary and survivor may or may not be the same person.)

### **COBRA**

The Consolidated Omnibus Budget Reconciliation Act is federal legislation that allows you or a family member to continue your health plan enrollment when coverage is lost. A loss of coverage could include separation from employment, marriage of a dependent, a dependent reaching age 23, or divorce or legal separation.

### **Dependent**

Those family members who meet the specific eligibility criteria for coverage in the CalPERS Health Program.

### **Domestic Partner**

Registered domestic partners legally recognized by California law are qualified for the benefits and rights that apply to a spouse.

### **Disability**

An inability to substantially perform the duties of your job due to illness or injury, which is determined to be permanent or of an extended and uncertain duration.

### **Final Compensation**

Your average full-time monthly **pay rate** and **special compensation** for the last consecutive 12 months of employment. We use your full-time pay rate, not your earnings, so if you work part time, we would use your full-time equivalent pay rate to determine your final compensation. If you think there was another period of 12 consecutive months during which your **final compensation** was higher, let us know when you apply for retirement. We will use that time period to determine your final compensation.

**Fiscal Year**

CalPERS operates on a fiscal year calendar, which is July 1 to June 30.

**Health Insurance Portability & Accountability Act (HIPAA)**

This federal law protects health insurance coverage for workers and their families when they change or lose their jobs. It also includes provisions providing national standards to protect the privacy of personal health information.

**Member**

An employee who qualifies for membership in CalPERS and whose employer has become obligated to pay contributions into the Retirement Fund.

**Open Enrollment Period**

A period of time determined by the CalPERS Board when you can enroll or change health plans, or add eligible family members not currently enrolled in the CalPERS Health Program.

**Reciprocal Agreement**

An agreement between two public retirement systems on coordination of benefits.

**Special Compensation**

Additional income you might receive for uniform allowance, holiday pay, longevity pay, etc., and is reported separately from your base pay.

**Supplement to Original Medicare Plan**

For CalPERS members in Social Security and over age 65, Medicare becomes the primary payer of claims and the supplemental CalPERS health plan covers any costs not paid by Medicare (if you have CalPERS health benefits coverage in retirement).

**Survivor**

A family member defined by law as eligible to receive specific benefits at your death.









California Public Employees' Retirement System  
400 Q Street  
Sacramento, California 95814

888 CalPERS (or 888-225-7377)  
[www.calpers.ca.gov](http://www.calpers.ca.gov)

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